

## **MGT621 Organizational Analysis and Design**

**(2 credit hours)**

### **Course Syllabus**

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#### **Course Description**

The examination of organizations in terms of patterns of design and operation through topics including organizational-environment interface, structure, technology, and social-technical and culture are the basis for this course.

#### **Course Learning Outcomes**

By the end of this course, you will be able to:

1. Develop an understanding of the structure and design of organizations and how it impacts organizational environment.
2. Use analytical skills to link design and structure in leadership.
3. Apply organizational theory, research and action to complex issues in management.
4. Analyze organizational behavior of individuals within organizations.
5. Link ethics and social responsibility to organizational development and structure.
6. Connect organizational design to global business strategies.

#### **Required Textbook(s) and Resources**

Robbins, S., P. & Judge, T. A. (2023). Organizational Behavior (19th ed.). Pearson Learning.

Be sure to also review the weekly **Explore** sections for additional library or web resources. For access to databases, research help, and writing tips, visit the [Tiffin University Library](#).

#### **Time Commitment**

Effective time management is possibly the single most critical element to your academic success. To do well in this class you should plan your time wisely. With our accelerated, seven-week term, you should reserve roughly **12-15 hours per week** to complete readings and assignments. To help plan your time and keep on track toward successful course completion, note the distinctive rhythm of assignment due dates.

1. All times assume Eastern Time (GMT-4).
2. Weeks begin at 12:00 a.m. ET on Monday and end at 11:55 p.m. ET on Sunday.
3. Unless otherwise noted, initial forum discussion posts are due by **11:55 p.m. ET** on **Wednesdays** and response posts are due by **11:55 p.m. ET** on **Saturdays**.
4. Major assignments and reflections are due by **11:55 p.m. ET** on **Sundays**.

## Learning Activities

This course will engage students in a variety of interactive learning activities designed to foster critical thinking and practical application of course concepts. The activities include discussions, journal exercises, a group project, demonstrations of knowledge through written works, and the creation of a webinar slide deck. These activities are carefully structured to align with the two-credit format of the course while maintaining a focus on producing highly authentic, credible, and valid responses.

In discussions and journal exercises, students will actively participate, analyze course materials, and share their perspectives to enhance critical thinking skills. The group project will provide an opportunity for collaborative problem-solving and the application of course knowledge in a team setting. Demonstrations of knowledge through written works will require students to showcase their understanding, conduct critical analysis, and present evidence-based arguments using credible sources. Finally, the creation of a webinar slide deck will develop students' presentation skills, visual design capabilities, and effective communication of ideas. Throughout the course, students will be expected to demonstrate a deep comprehension of course content and consistently apply critical thinking to produce high-quality responses.

## Grading

The chart below identifies the individual contributions from each type of activity, per week.

Activity	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Total
Discussions	30	30	30	30	--	30	30	<b>180</b>
Journal Exercises	25	25	25	25	--	25	--	<b>125</b>
Group Project	--	--	--	--	140	--	--	<b>140</b>
Papers	--	--	75	90	75	75	150	<b>465</b>
Presentation	--	90	--	--	--	--	--	<b>90</b>
<b>Total</b>	<b>55</b>	<b>145</b>	<b>130</b>	<b>145</b>	<b>215</b>	<b>130</b>	<b>180</b>	<b>1000</b>

## Grading Scale

A: 90-100% | B: 80-89% | C: 70-79% | F: <69%

## Course Schedule and Weekly Checklist

Topic	Learning Activities (Due by 11:55 p.m. ET on day designated)
<p>Week 1: Introduction to Organizational Behavior, Design and Analysis</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> MON: Activity 1.1: Meet Your Peers</li> <li><input type="checkbox"/> WED: Activity 1.2: Organizational Behavior (Initial Post)</li> <li><input type="checkbox"/> SAT: Activity 1.2: Organizational Behavior (Secondary Post)</li> <li><input type="checkbox"/> SUN: Activity 1.3: Journal Exercise</li> </ul>
<p>Week 2: The Role of Diversity and Employee Attitudes in Organizations</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> WED: Activity 2.1: Workplace Diversity &amp; Discrimination (Initial Post)</li> <li><input type="checkbox"/> SAT: Activity 2.1: Workplace Diversity &amp; Discrimination (Secondary Post)</li> <li><input type="checkbox"/> SUN: Activity 2.2: Journal Exercise</li> <li><input type="checkbox"/> SUN: Activity 2.3: Job Satisfaction</li> </ul>
<p>Week 3: Framing; Emotions and Motivations; &amp; Escalation of Commitment</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> WED: Activity 3.1: Using Emotional Intelligence with a Supervisor (Initial Post)</li> <li><input type="checkbox"/> SAT: Activity 3.1: Using Emotional Intelligence with a Supervisor (Secondary Post)</li> <li><input type="checkbox"/> SUN: Activity 3.2: Journal Exercise</li> <li><input type="checkbox"/> SUN: Activity 3.3: Personal Values</li> </ul>
<p>Week 4: Designing a Motivated Workforce &amp; Understanding Group and Team Behavior</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> WED: Activity 4.1: Follies in Motivational Rewards (Initial Post)</li> <li><input type="checkbox"/> SAT: Activity 4.1: Follies in Motivational Rewards (Secondary Post)</li> <li><input type="checkbox"/> SUN: Activity 4.2: Journal Exercise</li> <li><input type="checkbox"/> SUN: Activity 4.3: Activity 4.3: Leading Groups &amp; Teams</li> <li><input type="checkbox"/> SUN: Activity 4.4: Group Contracts (ungraded)</li> </ul>

<p>Week 5: Communication and Effective Leadership</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> SUN: Activity 5.1: Applying Concepts of Leadership (individual paper)</li> <li><input type="checkbox"/> SUN: Activity 5.2: Power in the Context of Organizations (group paper)</li> </ul>
<p>Week 6: Conflict and Negotiation &amp; Organizational Structure and Culture</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> WED: Activity 6.1: Remediating Conflict (Initial Post)</li> <li><input type="checkbox"/> SAT: Activity 6.1: Remediating Conflict (Secondary Post)</li> <li><input type="checkbox"/> SUN: Activity 6.2: Journal Exercise</li> <li><input type="checkbox"/> SUN: Activity 6.3: Uber</li> </ul>
<p>Week 7: The impact of Human Resources &amp; Change as a Constant</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> WED: Activity 7.1: Final Thoughts on Organizational Culture and Behavior (Initial Post)</li> <li><input type="checkbox"/> THU: Activity 7.2: Developing an Organizational Plan (report)</li> <li><input type="checkbox"/> SAT: Activity 7.1: Final Thoughts on Organizational Culture and Behavior (Secondary Post)</li> </ul>

### Tips for Success

Online learning requires self-discipline and self-direction. As seekers of the truth, we should be willing to challenge one another's academic work in a spirit of respectful comradery. Your course is a place for you to grow as you benefit from the expertise, experience, and diverse perspectives of your instructor and peers. Constructive feedback will challenge you to stretch your own thinking, thereby expanding your knowledge and understanding.

To get the most out of your learning experience, you should actively engage (participate) in **ALL** course activities. Course elements are arranged chronologically. To complete a week, simply work your way "down the page" through all of the course materials and activities.

### For More Information:

Be sure to review the [Support, Policies, and Procedures](#) addendum.